

THE MICHIGAN LIBRARIAN

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EDITORIAL STAFF

Editor: Isabella E. Swan, Wayne County Library, Lincoln Park Branch, 2030 Fort Street, Lincoln Park 25.

Associate Editors: George Gilfillan, Detroit News, Detroit 31.

Betty Paulus, Public Library, Detroit 2.

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CONSTANCE BEMENT

CONSTANCE BEMENT, A FRIEND ENDURING

Constance Bement, Public Library Consultant of the State Library, Lansing, Michigan, died July 12, 1945, after an illness of six months. Constance Bement's life was her own best memorial and people throughout the state remember her with affection and a great sense of loss. Her deep understanding and wise counsel resulted from a wide background of education and experience leavened with human understanding.

In recollection, I see Constance always the center of a family group; first her own family, later with her brother Roberts, his wife, Geraldine, their children, and their children's children. After all these years, I can see clearly the Bement's large living room with sparkling fire at one end, the father sitting at the center table reading, and four of us—Constance, her mother, Aunt Rillie, and me—playing cards in front of the fire. Mr. Clarence Bement was a wonderful conversationalist and both Mrs. Willis Bement and Mrs. Clarence Bement were good raconteurs in their own right, so with Constance' poignant comments added there was never a monotonous moment.

Though a member of the Lansing Episcopal church, it was at the little white church in Colebrook, with its high steeple and spire, that Constance gave her devotions never missing a Sunday while vacationing in Connecticut at the Bement summer home.

Having worked at the State Library since 1905, Constance left Lansing in 1917 and joined the reference staff of the Detroit Public Library where she had many friends who were dear to her. Two years later she became librarian of the Port Huron Public Library. In 1924 she returned to the State Library in Lansing and again made the family homestead her abode.

In her later years she had many personal ties to interest her, principally her brother Roberts' five children and three motherless grandnieces who lived with her, to whom she gave a great affection.

Throughout her life she had a wide knowledge of, and interest in social and political movements, inspired in early years by her father's conversation and his excellent library of French and English books and magazines. She spoke French fluently and, having lived in France as a young girl, she loved to read French novels. One of the prime experiences of her later life was a trip to Europe revisiting old haunts with her mother and father.

In June, when I last saw her alive, she was concerned not about herself but about the Dumbarton Oaks Conference deliberations which she followed assiduously on her radio. "They are feeling the lack of the leader's hand, and his fine spirit," she said.

As director of the Extension Division of the State Library, she gave great assistance to the people of small towns and rural areas in helping them to develop township, village, and county libraries. She was active in state and national library groups being president of the Michigan Library Association, 1922-23, and of the League of Library Commissions, 1937-39. She found great joy in her work and reached the heights in her personal contacts and influence as she gave to that work "the last full measure of devotion."

All of us will miss her: her sly humor, her gentle satire, her wide sympathies, her great patience, and her generous spirit.

MABEL C. TRUE

The Prison Library

By RAYMOND J. BUCHKOE

Director of Education, Branch Prison, Marquette, Michigan

THROUGHOUT the eight years during which I have exercised supervision of the library in this prison with an average population of approximately 750 men, I have never been able to regard it as an array of shelves containing 7,500 volumes of fiction and non-fiction or in terms of daily or weekly circulation.

Rather, it has increasingly been impressed upon my consciousness that the library in a community of this kind, to a much greater degree than the library in a "free" community, reflects the individual nature, the changing moods, the joys and sorrows of readers. This is true not only in connection with types of books requested, but—in spite of tireless efforts to prevent such defacements—in marginal notes and gratuitous "book reviews" found in return volumes. Of this, more in a moment.

It would be gratifying to be able to record that the literary tastes of our readers were high, but the unvarnished truth is that they compare depressingly with those of any group of readers outside prison walls. Western and adventure novels, whodunits, tales of romance with assured happy endings, the usual run of formula and escape fiction meet with the greatest and most continuing demand. Sinclair Lewis's classic fat lady, asking the librarian for counsel concerning "a good, light, exciting love story to read; my husband's going away for a week," has her masculine counterpart among these men-without-women who seek to experience vicariously through the purple prose of Maysie Greig and Faith Baldwin what they may not at the time undergo in person.

Books of a practical nature—the how-to-do-it sort of thing—are widely read. The man in prison, naturally enough, lives with an active part of his mind fixed upon the day of restored liberty, and engages in many an activity by means of which he hopes to assure his future livelihood when that blessed day arrives.

It is not difficult to understand why books in which the *status quo* is criticized or attacked should be as popular as they undoubtedly are. Men who have unsuccessfully essayed a joust with Law and Order relish the vigorous writing of any author who is dissatisfied with Things As They Are. Thus Kenneth Roberts and Westbrook Pegler are roundly condemned (and faithfully read!) and Sam Grafton and Upton Sinclair cheered on to ever louder excesses.

There is a relatively small but genuinely serious group of readers whose tastes and literary judgment might safely be compared with those of a similar number of intellectuals in any community. They clamor for the new and better books of outstanding contemporary writers. They follow world events diligently and keep informed, through their reading and regular radio listening, concerning day to day developments and their probable significance. Outstanding among this group, to cite a single example, is one Negro, an exceptional mathematician, whose personal list of reading for any given year would astound the most learned worker in this field, who devotes every spare hour from his prison duties to study and research, who has excited admiring comment from a University of Michigan extension department instructor whose student he was.

The theory has been voiced that with the installation in cells of radio hook-ups providing three programs on a 16-hour-a-day basis there would be a decline in reading, but this has not been confirmed in practice. On the contrary, it seems to be the case that radio has stimulated interest in reading. The morning following the Sunday night when Walter Winchell enthusiastically recommended the then new book, *Under Cover*, my office began to receive requests that it be obtained for the library. It was in continuous demand for months after it became available. This has been duplicated on

(Continued on page 20)

WORKER EDUCATION

By ARTHUR ELDER, *Director*, and ELIZABETH IRWIN, *Instructor*,

Workers Educational Service, University of Michigan Extension Service

TWELVE years ago there were fewer than four million members of trade unions in the United States. Today there are approximately fifteen million members. This increase in membership has been marked by a quite natural growth in the influence of unions and union members on the economic and political life of the nation.

Union members in increasing numbers are being called to serve on local, state, and national planning and governing bodies. During the war, union spokesmen were called upon to assume positions of leadership. In the days ahead it is probable that there will be an even greater need for capable union leadership and a great body of intelligent rank and file membership.

Older union officers and members are quite aware that the task of educating millions of new union members is no small undertaking. They recognize that only through an extensive and continuous program of workers' education will these new members come to an understanding of their privileges and responsibilities as union members. And, although they believe that the unions themselves must assume the initiative in carrying out this program, they are expecting that a number of community agencies will be of assistance to them in working out such a program and in carrying it through.

Universities and colleges which over the years have developed programs of educational service for farmers, business groups, and professionals are beginning to recognize their responsibility in the field of workers' education. Beginning in Wisconsin with the university sponsored School for Workers in the early twenties, interest in education for workers has grown to a point where over fifty universities and colleges have initiated or are in the process of initiating programs.

The University of Michigan, in September, 1944, established an educational service for workers on a definite basis. Prior to 1944

the activity of the University was confined, for the most part, to several short summer institutes held in co-operation with the United Automobile Workers and the Michigan Federation of Labor. In 1944, the Michigan legislature authorized an Adult Education Program with a total grant of \$250,000. As part of this experimental program, the University of Michigan was allocated \$25,000 for the year to establish the Workers' Educational Service within its Extension Division.

A wide variety of services are rendered to communities throughout the state. Discussion group sessions are organized as the educational features of regular union meetings and in connection with delegate meetings of A. F. of L. central bodies or C. I. O. councils. Often these are run in a series of six or eight sessions, and topics include the history of organized labor in the United States, problems before Congress which are of special concern to labor, how the workers' income and purchasing power may be affected by proposed tax plans, wage and hour controls, social security legislation, seniority, union administration, group health plans, and consumer economics. Formal classes have been organized in a number of communities throughout the state, and the courses cover such topics as collective bargaining, time study, state labor legislation, federal labor legislation, public speaking, dramatics, social philosophies, training for shop stewards, union administration, parliamentary procedure, and publicity workshop. In addition, a large number of lectures and forums have been held which explore similar topics and questions concerned with broad public policy. The service gives assistance to local union groups in planning educational meetings, securing speakers, and so forth. A large number of short conferences which have brought together labor leaders and public experts for discussion of common problems

(Continued on page 22)

McGregor P. L. Staff Replies

As members of the Staff of the McGregor Public Library of Highland Park and also as members of the Michigan Library Association, we should like to present to the librarians of the state another side of Highland Park's recent difficulty with the State Board for Libraries. A share in the State Aid Fund was *not*, as you have been led to believe, the primary consideration.

The former librarian of McGregor Library retired June 30, 1943. This was one year after the certification program went into effect, and one year later than originally intended, because a city retirement plan had been pending. The assistant librarian of the twenty-four preceding years was, by natural and previous arrangement, made head librarian. Had this occurred in normal course twelve months earlier there would have been no difficulty; the library and all its staff would have been certified without question.

Several months after taking the position, the new librarian was given her first, and embarrassingly public notification that her appointment had disqualified her library for state aid. Her formal education did not agree with certification standards; her many years of experience and her personality, so successful with the public, were considered insufficient substitutes.

The librarian immediately informed the McGregor Library Commission, and the Commission contacted the Michigan State Board for Libraries. In studying the situation, the Commission found the following passage quoted from the State Board's own printed "plans for the certification of librarians" (First revision, October, 1942; Reprinted, December, 1943) which it considered sufficient grounds for possible negotiations and compromise: "... Because this is a new program, these standards are recognized as experimental and may be changed from time to time. We realize that during the early years many special cases will have to be presented to the board for special consideration in order to fit them into the proposed plan." Nevertheless, the Commission found the State Board arbitrary and uncompromising in its refusal to reconsider the disqualification. Then, finally, the Commission appealed to Highland Park's representative in the state legislature.

The Library Commission was fighting not only because the library had been cut off from state financial aid, but because its always excellent reputation was being, they felt, unfairly demeaned, and because the stigma of employment

in a disqualified, uncertified library was being forced on a staff of higher than average qualifications. Of the present thirteen staff members, ten have bachelor's degrees; five have library science degrees also; all the rest have some college and library school training, and none has less than four years' professional experience. We, that Staff, naturally resent discrimination against us on the basis of a technicality.

Incidentally, we wonder how many other Michigan librarians have received their temporary first certificates, certifying them in their positions of July 1, 1942. The McGregor staff members received theirs in April of 1944, eighteen months after the certification program became effective, and three months after the McGregor Commission disputed the State Board's decision.

We feel that this whole controversy might have been avoided if in the beginning the State Board had had the willingness to use its duly noted power to make adjustments in the interest of fairness to all.

The McGregor Library Commission has our respect and thanks for promptly refusing the librarian's several offers of resignation, for the librarian has our wholehearted loyalty and support.

The Staff of the McGregor Public Library.
Signed:

ROSEMARY BRINKMAN, HELEN B. CONDON,
GRACE D. COOMBE, ALMA GRIFFITHS, FRANCES DELEHANT, JOHANNA KANANEN, HELEN R. MCINTYRE, AGATHA W. NATHO, ROSE E. POLANT, HELEN E. PRATT, HENRIETTA TOUSAN, MARION K. WILCOX, MILDRED H. WILLIAMS.

Three Local Junior Groups

Alice Gustafson, of Grand Rapids, chairman of the M.L.A. Junior Members Round Table, announces that the only active local groups known to the committee are in the metropolitan sections of Detroit, Grand Rapids, and Lansing. If some are being overlooked, the new chairman to be elected in October would appreciate being informed of their location so that all groups can be notified of activities and can be included in future plans.

Constance Bement Memorial Scholarship Fund

In honor of the late Constance Bement, the Michigan Library Association is formulating plans for a Constance Bement Memorial Scholarship. Inception of the plan stems from an initial contribution given by one of Miss Bement's closest friends and admirers, Flora Roberts, who suggested that a memorial fund be established.

Additional contributions should be sent to the treasurer of M.L.A. A committee will be appointed which will make recommendations for the use of the scholarship according to the amount contributed.

Miss Bement's many friends both in Michigan and from other states will welcome this opportunity to create in her name a fitting memorial to her personality and to her contribution to the library profession.

U.P. Community Supports Education

With a commendable majority vote on May 7, the people of Iron Mountain, Michigan, gave both financial and moral support to education in their community. The proposal for an added 8.5 millage tax for school purposes passed 1,136 to 103. This enthusiastic response made continuance of the public library at Iron Mountain a certainty. Though Kingsford village and Breitung township share in the privileges of the library, maintenance of the service is supported only by Iron Mountain.

The Carnegie library had been listed by the school board as the first of its services to be eliminated if the increase had not been granted.

In an extensive campaign, John Jelsch, superintendent of schools, in co-operation with the school board, presented to the electorate a true and complete picture of the problems of the board and the curtailments that would be necessary unless financial aid was given.

The better than ten to one vote favoring the increase leaves no doubt as to the citizens' estimate of the value of schools and libraries.

New Trustee Members

The trustees of the Three Rivers Free Public Library are now members of M.L.A. They are Guy H. Ringle, president, Dale C. Weir, vice-president, Jasper Mikel, secretary, and William J. Hartman.

Library Science At Western Michigan

A department of library science under the direction of Alice Louise LeFever starts a five-year experimental program this fall at Western Michigan College, Kalamazoo, in co-operation with the W. K. Kellogg Foundation which has contributed \$44,000 to finance the project. The four-year curriculum has been planned primarily for the training of teacher librarians and will meet the requirements of the state board of education and the North Central Association, though some attention will be given to community library service, both urban and rural.

Having held positions in both school and public libraries, Miss LeFevre, who has also given library instruction at several universities, brings a background of both experience and academic training to her new position.

Books Burned in Britain

The books the Nazis burned were not all in Germany. More than a million books, most of them in municipal libraries, were destroyed by fire in German bombing raids on England. Some 54,000 children's books went up in flames, and thousands of special collections are gone forever.

Of the 1,145,500 books destroyed in the ruins of the bombed libraries, 982,000 were in city libraries; 155,813 belonged to university libraries; the rest to county libraries. Less than a quarter have been replaced.

The University College of London, with its library on the top floor of London's only skyscraper, lost 100,000 books and nearly all its special collections. The famous Guildhall, also hard hit, lost 25,000 volumes besides 3,000 items in special collections.

At Coventry, worst bombed town in England, some 150,000 books were destroyed, and in Liverpool 213,000 were lost.

Teen Age Display

As a stimulus to unrequired reading, the Detroit Public Library, in co-operation with their high schools, is sponsoring a display of books having special appeal to the young reader. The material is arranged according to subject interests under the headings: Don't fence me in; Some of my best friends are famous; The world is your business; It could happen to you; Life and romance everywhere; Try and stop me; Where the heart is.

The display was set up by Catherine Haughey, director of public relations at the Detroit Public Library, who introduced the project by radio broadcast on October 28. Field work on the project was planned by Elsie Gordon, director of youth service, who is visiting the Detroit high schools where assemblies are being addressed by Louis Untermeyer.

The *Saturday Review of Literature* and Pocket Books Inc. have published a 32-page illustrated pamphlet, *Read Today - Star Tomorrow*, which lists teen age titles giving brief reviews. It is for free distribution.

Detroit is being used to test the value of this project and if successful the program will be taken to other cities.

Washington Representative

Paul Howard has announced his resignation from the Gary, Indiana, Public Library to represent the American Library Association and libraries in Washington government circles. Mr. Howard expects to assume his new duties this fall.

"The American Library Association has had so many calls from government officials for interpretations of library needs and possibilities for public service that the A.L.A. considers it desirable to keep a Washington representative . . . on the spot," Howard said. "What we plan is a library information and public relations office—not a pressure agency. However, libraries are interested in such things as the disposal of surplus army libraries and other surplus property, federal aid for building programs, postage rates on books, and government research programs."

Storytelling Records

The American Library Association, in a new activity of significance to libraries, schools, and parents, is now distributing records* of classic children's stories told by Mrs. Gudrun Thorne-Thomsen. Those available are *Gudbrand-on-the-Hillside*, *Sleeping Beauty*, *Baldur*, and *Tales from the Volsunga Saga*.

Their production is the culmination of a project of the Division of Libraries for Children and Young People which brings to realization the desire of children's librarians for the preservation of fine examples of the storyteller's art. RCA-Victor made the master records. Librarians who auditioned the records are enthusiastic about their possibilities for home circulation, in work with small radio stations, and in educational FM broadcasting.

The twelve-inch size record—not found in the children's story records stocked by record shops—enables Mrs. Thorne-Thomsen to tell those longer Norse stories which are her special province.

* Thorne-Thomsen recordings, GUDBRAND-ON-THE-HILLSIDE, SLEEPING BEAUTY, BALDUR, TALES FROM THE VOLSUNGA SAGA (two records). Chicago, American Library Association, 1945. Sold only in sets of five; per set, \$10, prepaid.

PRESIDENT'S COLUMN

Planning is now a much abused term and planning merely to have a plan is doubtless a sheer waste of time. Yet it seems evident if we are to move forward we must have a program. It is nearly a decade since the passage of the State Aid Act. Much of our Association efforts since have been directed toward putting that Act on a working basis. Problems still remain, notably those arising from the provision requiring a \$6,000 income, but they will be solved. It is now time for us to think beyond the present state aid act if we are to maintain a position of leadership in library development.

We have in the Post-War Plan of the State Board for Libraries, a preliminary step toward achieving better library service through larger units of service. The regions indicated therein are tentative and need further study but the over-all plan offers a concrete program for state participation. We should urge the State Board to work for the completion of their plan and assure them of our full support.

Mere size is, of course, no guarantee of adequate library service. We need personnel who are conscious of the possibilities of community service or, as Mr. Adam Strohm puts it, are not afraid to get out from behind the charge desk. The answer is not to be found completely in library school training. A better solution may lie in the plan reported under consideration in New York of basing state aid on service rendered. That is, the state might pay a per capita premium to libraries offering adult education programs. By placing a premium on an aggressive service we may encourage library boards to secure a better type of personnel than we can force through certification based on educational qualifications.

In his recent address, on becoming president of the American Library Association, Mr. Ulveling pointed out that in co-operation, libraries had many unexplored avenues for improved service. There are, for example, within the Detroit Metropolitan Area, a dozen public libraries each doing its own book ordering, cataloging, and binding. There are, in addition, many more college and special libraries. In at least one Michigan city there are two public libraries receiving funds from the same source but operating as entirely independent institutions. Many cities have college and public libraries, most have school and public libraries. I am not advocating a physical union of these facilities. Such a union is, in most cases, impracticable. However, if we can secure a united effort on a state level as we have in the Association, we can certainly achieve it on a local level. It is well to remember that to laymen a library is a library.

I have suggested three areas which might well be included in a future program for the Association: (1) larger units of service; (2) more adequate personnel; and (3) interlibrary co-operation. A step toward such a program has been taken this year in the work of our Planning Committee on regional units. Another step will be taken this fall when the joint committee of the Association and the State Board for Libraries begins its study of existing library law. As we develop our program, we must be sure our library trustees help in its formulation. The Packard Fund has enabled us this year to secure a much wider participation of trustees in our Association affairs. The good effect of the increased interest will be felt even more in years to come.

ERNEST I. MILLER

M. L. A. Officers

1946

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Comments On District Meetings

By ADELINE COOKE
First Vice-President, Co-Ordinator of Districts

THE district meetings were all held as scheduled and, in spite of wartime restrictions, were quite generally successful. It was especially important, when we thought there could be no state meeting, to urge full attendance in the districts but at the same time we knew we had to stay within the regulations of not more than 50 people at a gathering from outside the local area. The outcome in some instances was a compromise.

Now that we have had several years of experience with the district organization and with a new era upon us, perhaps it is the time to consider its effectiveness. The original purpose was to provide opportunity for more intimate gatherings than could be expected at a state meeting, almost on the order of the neighborhood clubs of wartime, where librarians and trustees could become well acquainted with each other. At first each district was asked to provide the sort of program it wished, independently of all other districts. Later it seemed advisable to suggest a central theme of especial importance in each particular year, in order to facilitate the work of the association. Each plan proved to have merits and disadvantages. This year special emphasis was placed on having trustees invited and in most cases their program was scheduled at the time of the district business meeting. It was wonderful having so many trustees with us, but I believe we should find a time for their meeting which will allow them to come to the

business meeting where the affairs of the association are discussed.

As you read this, please interpret what I say in terms of your own district meeting. Did it meet your expectations or did you feel there was something lacking? How can we improve the situation? Was it a joyful gathering of the clan or was it a group of people who knew each other so slightly that many introductions were necessary? Did anyone assume the responsibility of making those introductions? Was the program such that you look forward to the next district meeting?

The chairman of a district is an important factor. Here is an opportunity for one to keep in touch with the library developments of his own area during the year and then plan a meeting as a culmination of that year which will report the accomplishments, and aid in the problems of his own people. But perhaps you say you are asked to have so much association business that there is little time left for local affairs. Perhaps we can plan to include both next time.

If any of you feel moved to comment on present district practices or to suggest improvements, I am sure the Executive Board and especially the next Co-ordinator of Districts will be happy to hear from you. We might as well be as efficient as possible in our organization and it is much easier for the officers if the membership at large lends its support.

TO SERVE YOU BETTER

We are happy to announce that we have recently purchased a new building—a home of our own—which is being completely remodeled for the convenience of our customers . . . as well as ourselves

We shall continue—as conditions improve—to give libraries the best service possible—and sincerely hope that our customers will visit us—whenever they are in Springfield after October 1st—in our new quarters at

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School Librarians Are Needed

By JEANNETTE JOHNSON

High School Librarian, Three Rivers, Michigan

Young people with whom school librarians work, now face the problem of how to compete for employment in a society which normally has more people than jobs. It is important to them and to their communities that an adequate number of the best ones choose to become school librarians.

Too long, recruiting has been left mostly to chance. Consequently only a fraction of those boys and girls who would be good school librarians ever enter the profession and too many of those who do, drift into it by chance, usually after their collegiate work has been completed and they have started teaching. Thus they are likely to lack a well-rounded background and to acquire only inadequate library training.

Right now there is a critical shortage of trained school librarians, yet the need is increasingly urgent. If young people are to acquire an understanding of national and international problems and an awareness of their own responsibility for solving them in terms of world peace, they must be trained to get the facts, to evaluate them, and to think. No school which lacks the service of a capable, enthusiastic, and resourceful librarian can hope for maximum achievement of such a goal.

As long as the shortage of school librarians prevails, efforts to raise, in fact, even to maintain present standards will be ineffective. For example, both the University of Michigan and the North Central Association include library standards to be met by the schools which they accredit. Yet many schools which do not meet these standards are accredited and will continue to be. School administrators can not be expected to provide trained librarians if such persons are not available.

All librarians should be ever on the alert to discover young people qualified for this field and to call their attention to its possibilities. This can be done by directing them to pertinent reading material, speaking to school clubs, and correlating the library service with the vocational units taught in the school. Personal example also is very effective. Librarians who give daily evidence of their own enjoyment in the work will do much to attract others. Certainly no method is more successful than friendly, informal conversations with individuals concerning their

qualifications to succeed in a school library.

Professional advantages to be emphasized include: the satisfaction in associating with young people; the pleasure in working with books; the variety of activity that fills a school librarian's day (and sometimes her nights); the opportunity for initiative and resourcefulness; the stimulus of pioneering in a field still so undeveloped; and the chance to make a vital contribution to the building of a lasting peace.

Personal appeals include, of course, the regular school hours, the weekends, and holiday and summer vacations; the absence of tedious routines and disciplinary problems associated with teaching. An especially important advantage now is the likelihood of finding employment. Both the present and the potential demands for school librarians are great for every school in the state needs school library service.

School librarianship is a field that offers professional and personal satisfaction; it is uncrowded; it has a future. Young people should be recruited now.

Trustee Program

The W. K. Kellogg Foundation is co-operating with the Michigan State Library on an educational library trustee program. A consultant is to be appointed who will be a part of the present extension department staff of the Michigan State Library working under the supervision of the State Librarian.

This program will be set up to extend over a period of three years and the State Library will receive an annual sum for salary and operating expenses. During this time the state should develop its services far enough to determine whether or not it would be desirable for the library authority of the state to continue the program on a permanent basis. The total grant for this experiment is \$25,000.

PROFESSIONAL BOOKS

Edited by BETTY PAULUS

Flora of Oakland County, Michigan, by Marjorie T. Bingham. Cranbrook Institute of Science Bulletin no. 22. 1945. 155p.

Annotated list of Oakland County plants grouped by families with scientific and common names. Besides gaining a knowledge of abundance, diversity, and migration of plant life, there are geologic history, land relief, drainage, climate, and soil data. Maps, glossary, and bibliography complete a worthwhile contribution to information on our state.

Michigan and the Old Northwest; from the Ice Age to the End of the French Rule, by Luke Scheer. Edited by Milo M. Quaife. Illustrated by George Scarbo. Great Lakes Greyhound Lines, Inc. 1945. 80p. \$.35.

First instalment of the story of Michigan depicted in a comic strip method. Descriptive text with references for further reading earmarks the pamphlet a scholarly work.

People Through Books, Vol. I, no. 1-4. Published monthly by the Library Service of the East and West Association, 40 East Forty-ninth Street, New York, N.Y. 16p. \$3.50 a year.

A monthly publication edited by Pearl Buck is a guide to books which encourage and provide for a better interracial and international knowledge among the peoples of the world. The best recent book about a people will be selected each month with a review; an article on the people treated in the keynote book; annotated list of supplementary books; aids for group discussion of the keynote book; list of films, exhibits, and other visual aids.

The United States Quarterly Book List. Vol. 1, no 1. Edited by Joseph P. Blickensderfer. Washington: Library of Congress, 1945. 64p. \$0.35 per copy; \$1.25 per volume.

A new book-selection aid limited to titles "published originally in the United States and available for general distribution." Literary and scholarly publications are emphasized. Each title has an informative annotation and a brief biographical note about the author. Outstanding list for public, college, and university libraries.

The University Library; its organization, administration, and functions, by Louis Round Wilson and Maurice F. Tauber. University of Chicago Press. 1945. 570p. \$5.00.

Wilson, from University of Chicago, and Tauber, of Columbia University, have made a systematic scrutiny of the university library. From a study of published works and surveys of 13 universities, generalizations have been formulated concerning their organization, administration, and function, and how well they have served and will serve with the growth of educational policies. Bibliographies at the end of each chapter including books, magazines, theses, government documents, and annual reports are a criteria of the thoroughness of investigation.

LINGUAPHONE ROOMS IN PUBLIC LIBRARIES

To bring the people of the community and the library into closer and dynamic relationship, many public libraries throughout the country are opening Linguaphone Rooms.

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* British and American pronunciation

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READING PUBLIC PREFERS NON-FICTION

Among the reading public as a whole, non-fiction is more popular than fiction with a majority indicating their favorite subjects to be human behavior, interesting personalities, and homemaking. These reading interests are revealed by a survey made by the National Opinion Research Center, University of Denver, for the American Library Association and 17 co-operating city libraries throughout the United States.

In each of the 17 cities whose public libraries collaborated with the American Library Association in having the survey made, NORC interviewers talked with a miniature cross-section of the civilian adult population. Suburban areas were excluded.

Two of NORC's questions were designed to survey people's reading interests. One pertained only to the reading of fiction and non-fiction:

"Which do you read most often . . . fiction, such as novels or short stories . . . or non-fiction, such as books that deal with facts?"

Fiction	35%
Non-fiction	45
Both about the same	16
Undecided	4
	<hr/> 100%

Actual library patrons, however, show an opposite preference. Of persons who say they obtain most of their books from the public library, 40 per cent say they prefer fiction and 36 per cent prefer non-fiction.

Another question on reading interests asked by NORC was:

"Which one of these subjects do you think you would find the *most* interesting? Which one do you think would be the *least* interesting?"

	<i>Most</i>	<i>Least</i>
Human behavior	20%	3%
Interesting personalities	19	1
Foreign countries	11	6
Information about your work	9	2
Homemaking	18	8
Politics	7	27
Religion	10	6
Poetry	2	26
Science and invention	8	14
Undecided	4	7
	<hr/> 108%	<hr/> 100%

Because some people name more than one subject, the replies may total more than 100 per cent.

That people's reading interests vary according to sex, education, and age is also shown by NORC's survey. Fiction is the choice of more women than men as the following distribution of preferences reveals:

PREFER:	<i>Men</i>	<i>Women</i>
Fiction	24%	44%
Non-fiction	58	33
About the same	13	19
Undecided	5	4
	<hr/> 100%	<hr/> 100%

A more detailed analysis indicates that men tend to be much more interested than women in books on such subjects as politics, foreign countries, vocational information, and science and invention. Women are somewhat more interested than men in books on human behavior, interesting personalities, religion, and—as might be expected—are very much more interested in books on homemaking.

People with a limited education are more apt to be interested in such subjects as homemaking and religion, while those with a more extensive educational background tend to prefer books on human behavior, interesting personalities, or vocational subjects. So far as age groups are concerned, adults 40 years old and over read more non-fiction and those under 40 more fiction. Although many specific tastes are similar, the 40-year-old-and-over group shows greater preference for books on religion.

The 17 cities co-operating with the American Library Association in having the survey made by NORC included: Atlanta, Baltimore, Buffalo, Chicago, Detroit, Hartford (Connecticut), Houston, Kansas City (Missouri), Louisville (Kentucky), Milwaukee, Newark, Philadelphia, Pittsburgh, Portland (Oregon), St. Louis, San Francisco, and Seattle.

The National Opinion Research Center is an opinion-finding organization. As such, it simply

reports the results of national surveys made by its personally-trained staff of over 200 interviewers throughout the United States. NORC is an academic institution working under grants from the Field Foundation and the University of Denver.

The survey reported herewith includes 2,114 confidential interviews about equally divided among 17 cities whose public libraries collaborated in the survey. Well established laws of probable error due to size of sample, prove that random samples of this size will be within 3.5 per cent of true opinion in 997 surveys out of any 1,000 conducted under comparable conditions. In other words, the mathematical probability is 332-to-1 that other random samples of the same size would come within 3.5 per cent of finding the same results.

Army Hospital Librarians

Librarians are needed for Army hospitals because of the expansion of the hospital service to meet the needs of the increasing numbers of wounded being sent back to the continental United States.

Assistant librarian positions are open to both men and women between the ages of 20 and 40 years. Salaries range from \$2100 to \$2320. Qualifications are graduation from a college or university of recognized standing with one year's experience in library work.

Positions as librarian are open only to women between the ages of 25 and 40 who are graduates of an accredited library school and have either a college or a university degree. Salaries for librarians range from \$2320 to \$3640.

Further particulars may be obtained from Mrs. Elizabeth MacCloskey, Librarian, Sixth Service Command, ASF, 20 North Wacker Drive, Chicago 6, Ill.

ON THE CALENDAR

Executive Board, M.L.A.

Meeting in Lansing, Nov. 17, at 10:30 A.M.

Advisory Council, M.L.A.

Meeting in Lansing, Dec. 1, at 1:00 P.M.

CRUISE ON THE GREAT LAKES

for the

M.L.A. CONFERENCE

September, 1946

3 days \$37.50
 40.00
 42.00

The Executive Board must guarantee 300 passengers and must have 50 percent of the funds by January 1, 1946. The balance must be paid in monthly installments.

Let's make library history by having this conference on board ship. We will sail on the Georgian Bay Line steamer, *North American*, leaving from Detroit.

Those in attendance at the '45 conference expressed enthusiasm and endorsed the project.

Let's support the Executive Board wholeheartedly!

Send in your reservation NOW together with a check * addressed to—

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Public Library,
Detroit 2, Mich.

*Payable to Michigan Library Association. Cancellations and refunds will be possible after 300 reservations are received. Payment may be made in three installments.

BEHIND THE STACKS

By GEORGE GILFILLAN

Our column has more than usual pride in M. L. A. membership this time as we list the events which have occupied many of our co-workers. Folks have gone to the trouble of sending in items of interest to all of us and thanks are due them for their part in helping to make this column a meeting place.

* * *

Mrs. Florence B. Dearing, of Hartland, has been re-appointed to the State Board for Libraries. Her new term expires in 1950.

* * *

Mrs. Carol Watson Rankin, author of *The Adopting of Rosa Marie*, *Dandelion Cottage*, and other books for boys and girls with a Marquette locale, died August 18, in Marquette, at the age of 81. Mrs. Rankin was the mother of Phyllis Rankin, librarian of the Peter White Public Library, Marquette.

* * *

With regrets, the M.L.A. Executive Board accepted the resignation of Viola K. Fitch on August 11. Miss Fitch has left the service of the Wayne County Library and is now in the reference department of the Utica, N.Y., Public Library.

* * *

The war may be over but not so for the War Information Center at the Detroit Public Library. About two thirds of the more than 1000 telephone questions daily were concerned with troop movements and dates when troops might return. The W. I. staff spent days with the ear to the receiver and not only were the library phone connections all in use but the lines on the entire Columbia exchange were tied up and business firms, hotels and residences in the area could not receive calls. A check up by the telephone company revealed that up until 3 o'clock on one day there were 3000 busy signals for the library phone. The D.P.L. now gives information about troop movements over the desk only. Phone calls have dropped to around 400 per day and other folks can again do business.

* * *

Dena Babcock, formerly reference librarian of Madison, Wis., became Menominee County librarian Sept. 1.

Regrettably too late for our last issue, we send our congratulations to Betty Lombard of the Grand Rapids Public Library and Lieut. Robert E. Jones, of Grand Rapids, who were married May 26. They are making their home at Ft. Sill, Okla.

* * *

And greetings go to Edna Linzey, of Ramsay Township Library, who became the bride of Mr. Paulsen, also of Ramsay, June 9.

* * *

Staring at this copy through bleary, hay fever ridden eyes, we enviously read in Zona Williams' welcome newsletter from Marquette—"abstracted staring at the whitecaps on Lake Superior"—and wonder whether the State Library could use us up there next August.

* * *

Hungry librarians fed up with small meals from few points are asked to note a feature of the library vocational workshop at Camp Shaw.

Charles Follo and William Du Chaine, trustees of the Escanaba Public Library, spent an evening at the workshop and Follo was guest speaker. Our reporter continues: "beautiful roast chicken, filched from the kitchen by Mrs. Inez Musson, was turned over to the lucky two as they sat up front on an improvised platform; the admiring 50 students and staff sang to them as they publicly chewed away at drumstick and wish-bone." (Bet they ate the white meat, too.)

* * *

Mrs. Mavie Bohanna has left the Battle Creek Public Library staff to do radio work.

* * *

Lena B. Cook, Boyne City librarian, is recovering from a prolonged illness.

* * *

Adeline Cooke, our president-elect, has been stirring up interest for a '46 conference-on-a-boat by giving sales talks at all district meetings.

* * *

Geraldine Ferring, for the past few years assistant librarian at Northern Michigan College of Education, has been appointed librarian at the University High School, Ann Arbor, succeeding C. Irene Hayner who is now assistant professor of library science at the University of Minnesota.

Down in the deep South they're still talking about the hardy mountain climbers from Detroit Public. Grace England and Mabel Conat went vacationing near Gatlinburg, Tenn., and climbed what is known as Charlie's Bunion which, our occasionally sober correspondent up Woodward Ave. tells us, is four miles up and eight down.

* * *

Dorothy Johnson, June 1945 graduate, Department of Library Science, College of William and Mary, became an assistant to the director of work with children at Kalamazoo Public Library in August.

* * *

Congratulations to Helen Reynolds whose *Magazines for Boys and Girls*, printed in this estimable publication last March, was reprinted in the July *Iowa Library Quarterly*.

* * *

T/4 Everett Peterson, formerly of DPL's staff, is stationed in Paris where he is teaching courses in library science for the Army's educational program.

* * *

Sgt. Leslie I. Poste, formerly of Duffield Branch Library, Detroit, is librarian of Army information-education staff school, European Theater of Operations.

* * *

Bessie Newell retired Aug. 31, after 30 years' service in School Stations, Kalamazoo.

* * *

Eleanor Hillman, librarian of Ludington Public Library, was chairman of the Ludington group goodwill conference of the Michigan Council of Churches in September.

M. L. A., by the way, has representatives in each of the Council's 18 conference areas. According to our informant, Miss Hillman is the only member to hold a local chairmanship.

* * *

Marion McConnell and Mary Duke have resigned from the Kalamazoo Public Library staff for studies at the School of Library Service, Columbia University.

* * *

Walter H. Kaiser, formerly librarian at Muncie, Ind., has assumed his duties as librarian of the Wayne County Library.

* * *

Katherine Segee, formerly in hospital service, Kalamazoo, graduated last June from the School of Library Science, Western Reserve University, and has accepted a position in the extension department of the Akron, Ohio, public library.

Mrs. Mildred Tindall and Dorothy Hanson have joined the Flint Public Library staff.

* * *

We are glad that Flora Roberts, retired Kalamazoo librarian, has recovered from an illness that required hospitalization.

* * *

Jessie E. Tompkins has retired as chief of the Children's Department of Detroit Public Library and will make her home at East Lansing.

* * *

Dr. G. Flint Purdy, Wayne University's congenial librarian, enjoyed a change of scenery at the University of Illinois where he lectured at the library school summer sessions.

* * *

The summer training class at Kalamazoo enrolled nine students, three of whom accepted full time positions: Dexa Coryell, Mrs. Elaine Mally and Shirley Miller.

Mrs. Eleanor C. Whitman will be a part time assistant in Hospital Service; Patricia Dunbar, Cynthia Priest, and Nancy Nevins will do part time work this coming year.

Mrs. Janie B. Alexander has been appointed librarian, Douglass Community Center, and Mrs. Ruth Burrell will be in the Hastings Public Library.

* * *

Alice Pearsall, of Handy Junior High School, Jackson, attended summer library school at Western Reserve University.

* * *

Glamour raised her gay inviting head in the otherwise prosaic pages of *Newsweek* magazine August 6. The very photogenic features of Charles M. Mohrhardt, lively associate librarian of Detroit Public Library, and Helen Louise Huber, charming Marquette University librarian, were displayed as evidence that among librarians there is plenty of oomph to make life interesting behind the stacks.

* * *

Ruth Pratt, first assistant, Central High School branch, Kalamazoo Public Library, resigned in May to do Red Cross work abroad.

* * *

Congratulations to President Ernest I. Miller on his new job as editor of the *Bulletin*, Michigan Chapter, Special Libraries Association. We rejoice to see him in a constructive activity and, having done the *Bulletin* chore some three seasons, will be especially happy just to read it.

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Miss Sue Silliman, librarian of the Three Rivers Public Library, died June 29.

* * *

We were considerably interested in a story in *The Detroit News*, Aug. 19, telling of Louise Singley's method for stimulating vacation reading among school children from eight to 15 years of age.

Miss Singley, director of work with children at Kalamazoo Public Library, organized a united service reading club along military lines ranging from private first class, with two books read, to eight generals who have read 52 books in less than two months. In reply to our inquiry Miss Singley wrote:

"Three years ago we tried a similar game and it proved successful. Last year we tried another subject 'to get away from the War' which was not successful. We then agreed it was wise to use the natural interest of the children in the war to their advantage in a constructive way."

Children's reading rooms are used as camp grounds with a reading table marked off into compartments for each rank with the names of all volunteers.

Miss Singley concludes: "We give no awards or certificates at the close. We emphasize the 'game idea' so that the children will look upon it as real fun and not as a chore."

* * *

Mention in our June issue of Kalamazoo Public Library's worthwhile memorial book shelves brings an account of the memorial shelf established in 1941 by the Jonesville Library.

Irene Zook, librarian, writes: "There was suggested in 1941 a unique method of establishing a lasting memorial to departed friends and relatives to become a permanent part of our library at Jonesville.

"To clarify our particular situation, it should be mentioned that Jonesville has a population of approximately 1,300 and its library receives a small amount yearly from local tax support. During the year mentioned, the library board created a memorial shelf on which were placed selected volumes as memorials at the death of citizens of our community. Clubs also took advantage of this method to honor the passing of charter members.

"Since establishment, the collection has grown to exceed 300 volumes. The latest additions are impressive selections honoring local boys who have given their lives in World War II. Each volume is marked by a selected book plate identi-

fying it as a memorial and giving the name of the deceased and donor."

* * *

Of interest to all who think of war memorials in terms of living tributes to those who made a better life possible, is the Royal Oak Township plan for a memorial library to combine library service with recreational facilities for both children and adults.

Of simple, dignified design, the library is to be financed by public contributions of which more than \$1,000 has been subscribed.

* * *

The editorial staff of *The Michigan Librarian* suffers the loss of two members as Jeanne Wesner leaves the G. E. Strohm School Library to do special library work in Pennsylvania, and Jane Livingston leaves the Trenton Branch of the Wayne County Library to accept the position of librarian in the public library at Sturgeon Bay, Wisconsin.

* * *

Her many friends will be happy that Charlotte Squires remains in Michigan as she transfers from the Lincoln Park Branch of the Wayne County Library to the position of children's librarian in the Baldwin Public Library, Birmingham.

* * *

Elizabeth Thomas, of Manistee High School Library has gone to Oklahoma A. and M. College, Stillwater, Oklahoma, as special bibliographer in their order department.

* * *

Paul A. T. Noon has resigned from the Lansing Public Library and is to be in charge of the extension department of the Illinois State Library.

* * *

And then again, some people leave other states to come to Michigan. From Kansas comes Aldean Pear, newly appointed as librarian of the Eastern High School in Lansing. Marjorie Johns, new librarian at Kingswood, Bloomfield Hills, was formerly at the Leyden Community High School in Illinois.

* * *

Added to the Jackson High School Library staff is Nell Colvin, who recently left the Jackson County Library.



AW^{CO} BOOKS

on The

Rue List for Primary Grades



Bannon, Laura	MANUELA'S BIRTHDAY	\$2.00	PS
Deming, Mrs. Therese	LITTLE EAGLE (O.P. for duration)	0.90	1-2
	INDIANS IN WINTER CAMP	1.00	2-3
	RED PEOPLE OF THE WOODED COUNTRY	1.25	3
Friskey, Mrs. Margaret	SURPRISE ON WHEELS	1.00	PS
Henry, Mrs. Marguerite	AUNO AND TAUNO	1.00	PS
Lindman, Mrs. Maj Jan	FLICKA RICKA DICKA AND THE DOTTED DRESSES	1.00	PS
	FLICKA RICKA DICKA AND THE THREE KITTENS	1.00	PS
	SNIPP SNAPP SNURR AND THE BUTTERED BREAD	1.00	PS
	SNIPP SNAPP SNURR AND THE YELLOW SLED	1.00	PS
	SNIPP SNAPP SNURR AND THE RED SHOES	1.00	PS
Morgenstern, Elizabeth	THE LITTLE GARDENERS	1.00	PS
Nelson, Mary Jarman	FUN WITH MUSIC	1.50	M
Nida, William Lewis	THE TREE BOYS	0.90	2
	FLEETFOOT THE CAVE BOY	1.00	2-3
Ritter, Mathilde	IN THE MOUSE'S HOUSE	1.00	PS

A. W. Co. Books on The Rue List for Intermediate Grades

Bowman, James Cloyd	TALES FROM A FINNISH TUPA	2.50	5-7
Brock, Emma	HIGH IN THE MOUNTAINS	2.00	4-6
Cannon, James L.	HOOFBEATS	1.50	P
Deming, Mrs. Therese	INDIANS OF THE PUEBLOS	1.50	4-6
Fed'l Writers Project, New York	BIRDS OF THE WORLD	1.75	PI
	WHO'S WHO IN THE ZOO	2.00	PI
	REPTILES AND AMPHIBIANS	2.25	PI
Jones, Viola	PETER AND GRETCHEN	1.50	3-5
Kelly, Raymond	O-GO THE BEAVER	1.50	6-7
Kristoffersen, Eva M.	HANS CHRISTIAN OF ELSINORE	2.00	3-5
Lee, Mrs. Melicent H.	MARCOS, A MOUNTAIN BOY OF MEXICO	1.50	4-6P
Mabry, Caroline	OVER THE CASTLE WALLS	1.00	3-5
Nida, William Lewis	INVENTIONS AND DISCOVERIES OF ANCIENT TIMES	1.25	5-8
Peck, Anne Merriman	YOUNG AMERICANS FROM MANY LANDS	2.00	5-7
Pelzel, Helene	NANKA OF OLD BOHEMIA	2.00	5-6
Reely-Randall	THROUGH GOLDEN WINDOWS	2.00	4-6
Ratzesberger, Anna	CAMEL BELLS (O.P. for duration)	2.00	4-6

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Cranbrook Institute of Science

Bloomfield Hills, Michigan

Prison Library

(Continued from page 4)

many occasions with other books, and there is no lack of evidence that Sunday book-review supplements are carefully scanned for word of the latest publications.

Because our policy is to permit withdrawal of books daily, the reader placing requested volumes on cards supplied for that purpose, it has been possible to observe many amusing examples of how the library is used by the "fourflusher" type of inmate, seeking to impress others with his erudition. Members of this group, happily few in number, will request and obtain two or more books each day, display them ostentatiously to others whom they are desirous of impressing, and then return them the following morning. One of our inmate librarians, amused by one of these grandstanders, took him *Gone With The Wind* and *Anthony Adverse* on one delivery, only to have them returned the next day. Believing that these tomes contained too many words for even the most diligent reader to absorb in twenty-four hours, he sought to learn how the reader had enjoyed them and was told: "Not so hot; they're too fulla description!"

The marginal commentators, to whom earlier reference was made, constitute a class, an annoying class, of themselves, but are, fortunately, not numerous. Consistent effort is maintained to discover the identity of those who write on the pages of books, and when this is accomplished, library privileges are withheld for a period of time. The comments discovered, nevertheless, are both instructive and frequently amusing.

Men of abnormal sexual tendencies often are revealed by the habit of underlining words or passages which, to their minds, appear as suggestive. Others, gusty Rabelaisian fellows, are content to inscribe a "Wow!" or "You tell 'em, baby!" alongside a particularly lush phrase.

There are also, in this group, the meticulous gentlemen who read, apparently, in unceasing hope of detecting errors. Let a hapless author record the birth date of George Washington as February 21, and the margin of the page will glow with the exultant hoots

of the volunteer censor. Or let a writer of fiction cause a character to express a disparaging opinion of Ty Cobb or Jack Dempsey, and readers who are partisans of these athletes may be relied upon to set forth their vigorous dissent—more than likely with an unflattering estimate of the offending writer.

There may or may not be a special significance in the preference shown in the non-fiction field. Travel books, liked best when profusely illustrated, of the Halliburton and Martin Johnson Variety, are marked favorites. Books dealing with the war, written in journalistic style by correspondents on the scene, are chosen more frequently than more profound discussions. Autobiography appears to be preferred to biography, sociology to economics. Volumes of a religious nature are sparingly called for.

Humor is a prime favorite with our readers, whose taste in this field is catholic. The drolleries of Benchley, the earthy humor of H. Allen Smith, and the more restrained and subtle humor of Cornelia Otis Skinner appear to be equally popular. Laughter and momentary forgetfulness are precious boons to the man spending hours alone in a cell, a fact borne out by the infrequency with which books of humor remain on the shelves for more than a day or two.

The prison library performs a service of incalculable value in ways apart from the recreational. From its shelves readers are usually able to obtain books to meet their mood of the moment, instructive books to aid them in working out a post-release program, books to keep them abreast of events in the great world to which they yearn so hungrily to return.

To the observing prison official, the library and the habits of its readers will reveal much concerning the latter which might not otherwise contribute to a more helpful understanding of the men, their natures, and their needs. Certainly no prison program of rehabilitation could hope to succeed without a library service.

The same official will find cause for an occasional chuckle, as did the writer when one of our readers, a chap of serious and humorless bent, reported on one of the delightful books written by P. G. Wodehouse. Bewildered by the japeries of Bertie Wooster

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and the incomparable Jeeves, the reader came to a halt at a passage where Bertie, awakening after a large evening at the Drones Club, called to his servitor: "B. and S., Jeeves." Our man gravely noted, by way of clarification, "This means bath and shave." And at the finish of the book, he pencilled the verdict: "This just doesn't make sense."

So few things in this troubled world do that it is refreshing and a privilege to be associated with a library that can, and does, mean so many things to so many men.

Worker Education

(Continued from page 5)

have been organized around a wide range of subjects.

Aside from these more orthodox services, Michigan has experimented with film forums and radio programs, and has participated in the organization of a union-sponsored recreation program. The promotional work is apparently well organized. On topics of interest to workers, such as social security, problems before Congress, the Dumbarton Oaks proposals, and freedom of expression, the service prepared and circulated attractive, short summary outlines which serve as a basis for discussion.

By July 1, 1945, the service had co-operated in the provision or organization of 173 discussion groups, 30 discussion forums, 375 conferences, 107 lectures, 6 film forums, 140 classes, and one union-sponsored recreation program, reaching directly about 40,000 individuals. In addition, the service was responsible for six radio talks. This represents about seven months of expanding activity. The service made a particular point of concentrating, at the outset, on the smaller industrial communities in both Upper and Lower Michigan before undertaking activities in the heavily industrialized area of Detroit.

The guiding objective of the Workers Educational Service is "to develop educational services that will aid workers in becoming better citizens and more effective members of their group." An advisory committee of six members composed of two representatives each from the public and the University of

Michigan, and one each from the Michigan State C.I.O. and the Michigan Federation of Labor, has been established at the state level to secure co-ordination in determining the needs of the program. At the local level, the programs are developed in conjunction with and at the request of the unions. Here, too, every effort is made by those responsible for administering the program to consult with local union officers and education committeemen in developing the type of service most appropriate to the members' needs.

Thus far classes and discussion groups have been financed from union treasuries on a flat-rate basis rather than through individual fees. The sums collected cover only a small per cent of the cost of the program which is administered from the \$25,000 legislative grant to the University. The Workers Educational Service has made no charges for promotional services or for discussion groups carried on in connection with delegate meetings of A. F. of L. central bodies or C. I. O. councils.

The staff is composed of four persons on a full-time basis, and thirty-three persons on a part-time basis. Most of these have had teaching experience as well as trade union backgrounds. The wide scope of the program, however, has made it desirable to utilize the services of professional and union people—regardless of educational background—in situations where they have a particular contribution to make.

The public library is in perhaps one of the most strategic positions to make a real contribution to the promotion of workers' education. That the librarians themselves recognize the contribution they can make and are concerned in exploring the possibilities of service is a wholesome indication of their feeling of responsibility.

Perhaps the first problem to be faced is that of the library staff. Staff members charged with servicing workers' education will need to be aware of and to understand labor's problems, and to be sympathetic to the workers' needs for further education. Within the ranks of labor will be found those men and women who have had only limited educational opportunity, as well as

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those who hold advanced degrees. Of course this is also true of the community in general. Staff members who are informed and sympathetic regarding labor's problems are more likely to find their services in demand.

Before the educational needs of workers can be met, it will be necessary to discover those needs. In addition to the libraries' present techniques for determining reader interest, these suggestions are offered. The organization of the unions on the international and state levels includes a department of education. Many locals have full-time or part-time educational directors in addition to the education committees. In smaller locals the chairman of the education committee may be the spokesman for the program. By discovering these leaders in her community the librarian establishes her first line of contact. Conferences with the educational leaders will make it possible for librarians to benefit by the experience these leaders have had in meeting workers' needs for reading material. Librarians and educational leaders might devise some type of shop or union survey to gain further knowledge of what reading materials workers want.

At this point it might be well to note that workers, behaving as human beings, are not likely to react very favorably to material which is definitely biased against labor. Remember that the educational level varies greatly and provide some simple, attractively prepared materials on the same subjects as are treated on a complex level. Anyone concerned with adult education knows the dearth of books with an easy vocabulary written on subjects of concern to the adult. The unions themselves are working on the problem. Seek their co-operation in the effort to discover such books and pamphlets.

By working with educational leaders it will be possible to co-ordinate the planning. Just now, for instance, all workers are concerned with the problems of full employment, unemployment compensation, and reconversion. By offering information on these subjects at this time, the libraries meet an immediate need.

It is not enough, however, for the library to own the right books. They must be made

available to those who want and need them. A Labor Library may be established in the library building. In a small building perhaps only a small space can be provided. In other cases, a room or more can be used. Label the space. Arrange the space and the books in the most attractive manner possible. Remember the old lady's recipe for pigeon, when she begins thoughtfully, "First, catch your pigeon." Make your library one which a worker is not embarrassed to enter on his way home from the shop. Often workers would use the library if they were not too frightened of its rarefied atmosphere.

Probably the quickest way to reach the membership would be to prepare and service loan collections in local union halls. Miss Edith Thomas, director of the University of Michigan Extension Service Library assembles and circulates kits on special topics of interest to labor. In Marquette the education committee of the Central Labor Body, in co-operation with the librarian, Miss Phyllis Rankin, has arranged for at least five representatives from each local union to participate in a conducted tour of the Peter White Public Library to acquaint union members with the services and facilities of the library. The Detroit Public Library furnishes loan collections for special meetings and conferences. From time to time it prepares special collections of books designed to appeal particularly to union members and officers.

After the needs have been surveyed, and the library facilities have been made available, there still remains the problem of informing workers regarding those facilities. The local daily or the union paper will probably be glad to use either a brief announcement or a story about the services being offered. Local officers might afford library staff members some time at a regular union meeting to describe the services. If such an announcement is made, keep strictly to the time allotted. Local stores might permit the use of window space for an interesting exhibit.

For library staffs, as for all others interested in workers' education, the principal things to remember are these: be understanding, be sympathetic, be imaginative, and be willing to work.

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